

1

The delay in the release of data and information is often because the study does not align with the current administration's priorities. It is not clear if reporting will help with this.

2

Didn't have any hope that the delay would be relieved that way.

³ I am not privy to the details of how the change was made and no longer work in that area.

⁴ fear of retribution

⁵ Decision to choose which battles should fight for.

⁶ These were on very large projects that already had active IG investigations. It also felt like it wouldn't be worthwhile because having seen so many people get rolled by political leadership. My 1st and 2nd line supervisors were always supportive and the decisions were out of there hands already.

⁷ because I am not confident that the (b) (6) would do anything.

I have given up on improvements being made here at (b) (6). I am tired and sad and very disappointed with the response by management of needed improvements. And even sadder by (b) (6) ignoring report after report on problems at (b) (6).

All staff except brand new staff are demotivated and beat down.

⁹ I did to the extent I could (to my 1st line-immediate supervisor and 2nd line supervisor, (b) (6)) as personal retaliation as well as retaliations to the whole Office was a concern.

¹⁰ Lack of trust in being protected from overt or subtle consequences.

¹¹ The lapses I experienced directly were fairly minor and by managers in my immediate chain of command. The potential cost to me outweighed the benefit. In addition, I experienced these at a time when I had incomplete knowledge of EPA's scientific integrity policies and procedures.

Fear of retaliation pure and simple. (b) (6) was not interested in my concerns waved it off, it is someone else's responsibility

¹³ I was afraid of retaliation and discrimination by the managers and staffs.

¹⁴ I didn't feel I had enough proof to sway anyone

¹⁵ the staff who were negatively impacted preferred to deal with the situations in other ways

¹⁶ Fear of retaliation mixed with knowledge that others had reported these issues. (b) (5), (b) (6)

That seemed like a poor decision so I did not accept the request.

¹⁷ I didn't think anything would be done about it

¹⁸ second-hand info

I explained in my previous response how there was little physical evidence that would support my concerns, so I wasn't about to expose myself to risk by reporting things that could then be rebutted as personal opinion or the political agenda of a staff member. Plus, the independent mechanisms for enforcing scientific integrity at the agency (e.g., Congress) didn't seem to be working, so it appeared that speaking up would only bring reprisals with little risk of improvement.

²⁰ Fear of retribution Knowledge of the limited ability of the EPA
(b) (6) to do any thing about it Knowledge
that senior management does not want dissent

²¹ I was concerned about retaliation.

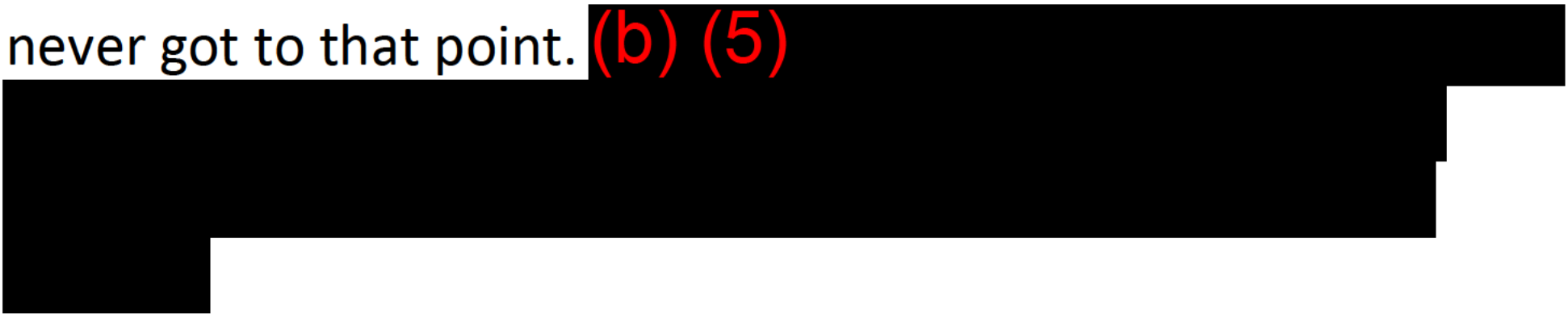
²² Did not realize what had happened until well afterward, and did not believe that reporting would result in anything.

²³ I only recently learned about the EPA's office geared towards scientific integrity.

²⁴ I did not know where to report beyond management when they occurred. They are currently being addressed.

²⁵ Fear of reprimand, lack of evidence (am I allowed to record conversations?)

²⁶ I was aware of the political appointees desired outcome, but we never got to that point. (b) (5)



²⁷ Authority of Division Director is unchallenged. This issue is common and has been for years.

²⁸ There would have been no point under the Trump administration. Career staff who spoke up were removed from their positions or side-lined in their work and senior career officials did little to nothing to show support for staff who were retaliated against by political appointees.

²⁹ In one case (b) (5), the direction came from senior career leadership, and the nature of the scientific information and delay did not significantly affect anyone's ability to make decisions about protecting human health or the environment. In other words, it was not worth the effort to report it and deal with the fallout from reporting it. In another case, I knew the incident had already been reported, so it was not necessary to report it myself.

³⁰ Time consuming; too heavy of a burden having a full time work load; reporting, as individuals, are not well received. Almost discouraged.

³¹ I have been treated differently before and my professional role has been reduced to admin duties instead of what I should be doing.

³² I am not the primary expert nor do I have sufficient scientific training.

I am new to the EPA (b) (6) (b) (5)

[REDACTED]

Even if I did report anonymously, I am sure it would be traced back to me because I have made the most complaints.

34 Fear of harming my career and retribution.

We published the (b) (5)

[REDACTED]

[REDACTED] nd EPA nearly extremely difficult and impossible to adjust to the changing circumstances of projects, every one knows and when sued we continue to fight instead of admitting what was done. Everyone is aware.

³⁶ There tends to be an overall problem, and not one specific case to report.

³⁷ Fear of reprisal and impact on my ability to advance.

³⁸ (b) (6), (b) (5)



³⁹ Fear of retaliation from management

⁴⁰ Decisions came from the highest levels of senior leadership in (b) (6) and the Agency, thus no recourse would have occurred.

⁴¹ Management was aware and did not act on it.

42

Ummm.. because the (b) (6) and the (b) (6) are the ones violating scientific integrity. How could we ever trust these people? (b) (5)

Everything would be waved off as differing scientific opinions.

43

Reported to supervisor, but did not know who else to contact.

44

I didn't even know it was an option.

45

Fear of career repercussions

⁴⁶ It occurred at the end of the administration and I left it to my managers to report the lapse in scientific integrity.

⁴⁷ Only occurred during internal discussions. No final Agency action taken

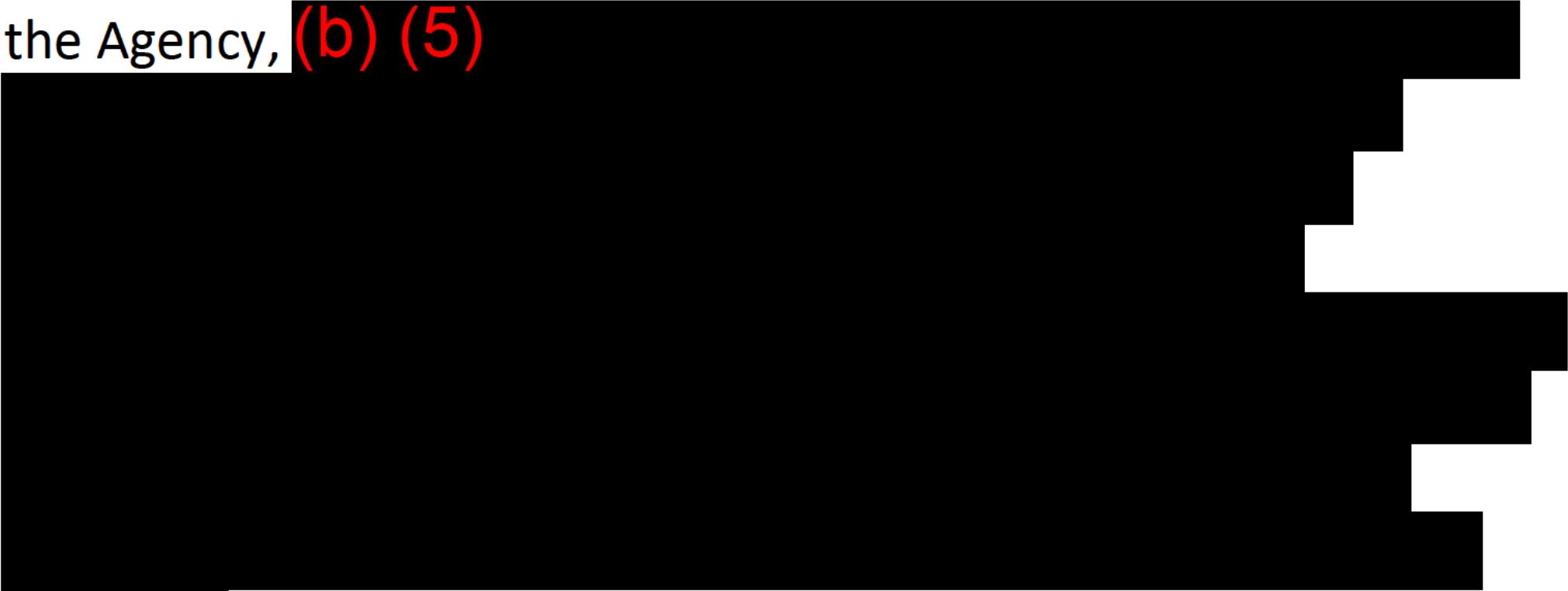
⁴⁸ It was already a highly visible situation

⁴⁹ Fear of retaliation

⁵⁰ I felt afraid of retaliation. My whole team ended up leaving the division.

51


While I knew that my immediate management chain supported the work and wanted to see the work published/shared outside the Agency, (b) (5)



I accepted this approach.

52

I am not sure it was a scientific integrity concern specifically, but for sure misleading and unprofessional. However, (b) (5)



so the issue

has been fixed.

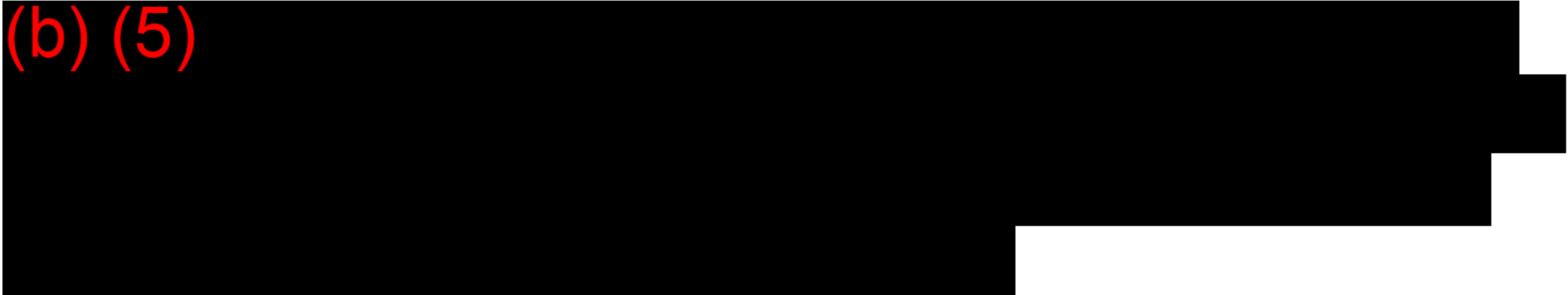
53

already on EPA's radar from others

54

It was driven by DOJ

(b) (5)



⁵⁶ It would be useless

⁵⁷ We discussed it-due to the environment at that time, we could not trust anyone. It was raised to management. Retaliation was a big concern.

⁵⁸ Fear of retaliation, particularly being a early career employee of color.

Overall, in my opinion, these concerns did not alter the overall safety finding related to the actions. Any action about scientific integrity would slow productivity and reflect negatively on the program. This is not to imply that an enquiry would be negative itself but it is a time consuming process and time is a limited commodity in the realm of scientific review at the Agency.

⁶⁰ I am not one of the scientists whose work is being impacted by it and feel like I do not have enough of the details to make a real allegation

⁶¹ Things get delayed all the time, and it was never overtly said in front of me by an individual responsible that it was for a non-appropriate reason.

⁶²

what good would it do.. it likely is an 'order' from way above me..i figure in the end, its up to the public to voice their opinion..then maybe we can do something about it..we are public service right

⁶³ It was reported by others and kept quiet although true

⁶⁴ The issue had gone up the chain of command at the region and Headquarters. It was sat on by Headquarters for some time. I didn't report because it was eventually resolved.

⁶⁵ I did not think it would do any good and feared I would be tagged as a troublemaker.

⁶⁶

I was told that the Handbook did not address the violations I reported. To be fair, I don't think anyone could have anticipated the types of abuse that we were witnessing at that time.

⁶⁷ The same type of Management which does not recognize employees equally, only an elect few.

⁶⁸ Did not trust past administration

⁶⁹ prefer not to.

⁷⁰ the appointee had already been widely reported to have interfered but nothing was done

⁷¹ It would not have changed anything and would have ended my career

⁷² It was either reported by other people or there was a culture that the decision was a policy decision that while we and others might not agree with that direction, it was a decision made by higher-ups that we couldn't change.

⁷³ Everyone knew the (b) (5) and there was no point.

⁷⁴ I don't feel that employees at EPA will respect different interpretations of data that conflicts with certain narratives

⁷⁵ Honestly, it wasn't worth the potential exposure and possible indirect retribution. The decisions that were made ultimately did not result in a significant lapse in the Agency's responsibilities to the environment, but there was a conflict of interest and less than justifiable set of decisions that were made and have recently been corrected.


There wasn't really a culture of supporting reporting and nothing would be done about it anyway. Many of the arguments to alter the the interpretation of the science came from a DOJ political appointee and there was no ability to change the arguments.

Eventually we hinted that we might pursue a Scientific Integrity complaint, after which (b) (5). But by that point months had passed. It is not clear that we would have had (b) (6) management support to act more quickly or that the (b) (6) had any substantive power.

As I stated in my responses, there's lip service given to these sorts of concerns. I have raised them with my supervisor. If I don't have my supervisor's support, then why move forward.

79

(b) (5), (b) (6)



80 ?? are you kidding? the system was rotten throughout- this line of questioning is insulting.

81 political culture at the time made it seem pointless; not my place as a very new employee at the time

82 I felt that I was too junior to report this information and there were entities outside the agency that were making these lapse known through public comment periods.

83 Don't know whom to report to.

⁸⁴ One was common knowledge ((b) (5) [REDACTED]), and ((b) (5) [REDACTED]) I reported to my first line manager, but did not know to report it to a Scientific Integrity Officer

⁸⁵ politics usually win

⁸⁶

retaliation and harassment by senior managers and political leadership. ((b) (6), (b) (5) [REDACTED])

[REDACTED] had a chilling effect for people to speak out.

⁸⁷ Because I was not aware of that being an option. Further, the last administration's "policy" ((b) (5) [REDACTED])

⁸⁸ political leadership, and we did not follow it, but understood that semantics were an options, ((b) (5) [REDACTED]) was at the discretion of the Administrator

⁸⁹ It is not related to the actual discussion or conclusions and otherwise I have a very good relationship with my supervisor, feel he has done a great job in that capacity.

⁹⁰

I did not report it because (b) (5), (b) (6)

I did not hear whether it was completed.

⁹¹ I didn't know I could do so anonymously, nor would I know how to, nor would I have the additional time in my work day to spend the hours that I'm sure this would be needed as follow up for reporting any lapse in scientific integrity. Basically, too much is asked of us and this is a luxury we don't have under the current work load.

my managers may not support me, and my managers disagree that the problems i am describing fall under the scientific integrity umbrella. (b) (5), (b) (6)

⁹³ Based on previous experiences with an (b) (5), (b) (6) I've seen how EPA consistently sides with management over staff. We are not valued or protected.

⁹⁴ Relates to decision making for which policy offices have admittedly said "C work on time better than A work a month late" is preferred. No confidence will make any difference when the primary motivation appears to get something done now/ASAP as opposed to taking the time to ensure it's correct/robust (e.g. check the box and move on).

- ⁹⁵ It finally was cleared and although it took forever (almost 1 year which is completely unacceptable), it was hard to discern the reason for the delays.
- ⁹⁶ It's not easy to provide detailed accounts of each instance without stepping away from an already full plate of tasks. It sounds simple to offer options, but it takes a lot of additional effort to report lapses in integrity.
- ⁹⁷ Hostile work environment
- ⁹⁸ I did not have direct involvement or knowledge of these lapses, but was aware through talking within the Agency that political leaders in headquarters had improperly interfered with scientifically sound decisions related to the (b) (5) [REDACTED]
[REDACTED]
among other things.
- ⁹⁹ I didn't feel that it was my place to report it.

First I had no confidence in the Agency's leadership to thoroughly review and take action on lapses in the (b) (5)

¹⁰¹ Noises were made about the issue, which went nowhere. In addition, the issue was even written about in the press and still nothing happened. The lapse was seemingly initiated at the highest levels of administration and I feel that reporting it would have gone absolutely nowhere. I also was not nearly as involved as others and did not feel I had a place in reporting the issue in place of those more closely involved.

¹⁰² Fear of retribution. Even with the new administration at HQ,

(b) (5), (b) (6)

¹⁰³ The matter was raised through the management chain and a reasonable, if not ideal solution was reached.

¹⁰⁴ Fear of retaliation. I am fearful my responses to this questionnaire will result in retaliation, (b) (6)

[REDACTED]

¹⁰⁵ Involves another agency's contract

¹⁰⁶ I reported one issue and learned that our (b) (6)

[REDACTED] offices were overwhelmed with many cases. The second issue I had didn't rise to the same level as the first instance so I decided not to report.

¹⁰⁷ Because it was agency-wide, I was hoping supervisors and managers would have reported it.

¹⁰⁸ I think my higher level supervisors (within the division) would retaliate and it would be easy to identify me based on the subject matter.

109

it seemed like everyone knew it was happening already. I'm not sure it would have changed the results. Kind of a grey area.

110

Did not know this kind of thing was reportable.

111

political decision to delay - it was obvious

112

I was not aware it could be reported.

113

Expectation of futility, fear of reprisal

114

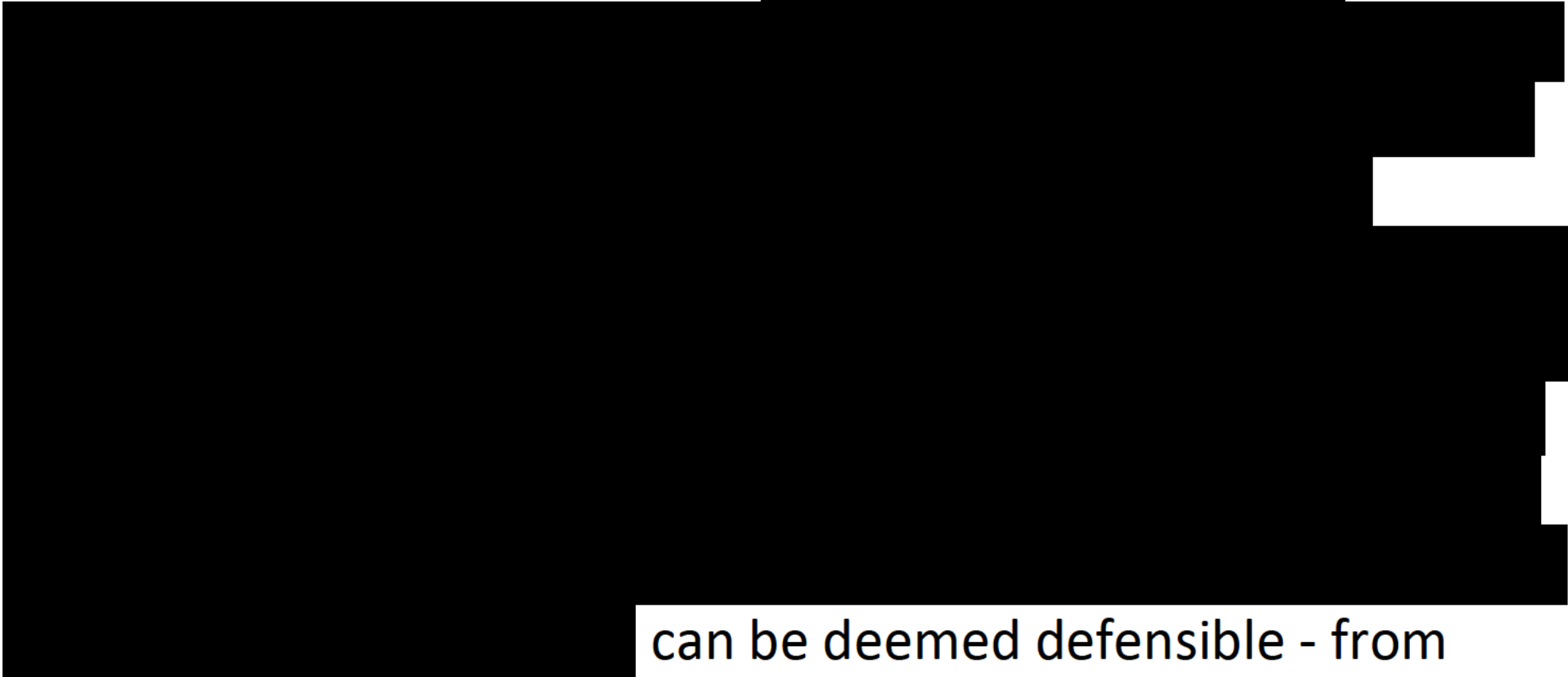
There has been no real expectation of any action, especially over the last 3 and a half years. It is unreasonable to expect a staff scientist, even a senior scientist to risk their career by challenging a manager in permanent position that was planted in that position by a political appointee. And yes, that manager is still there.

115

Perpetrators are never punished and the person who spends the time to report it are labeled as problem people by management. It is never worth it for the person to report the issue.

¹¹⁶ There have been so many.

¹¹⁷ is at senior level than my level) (b) (5), (b) (6)



can be deemed defensible - from
scientific integrity or best professional judgement perspective.

¹¹⁸ Just happened and am unsure how to manage

¹¹⁹ Because of the previous administrations culture of retaliation and
many times it is in a gray area.

¹²⁰ I lack collective bargaining protections and have no reliable recourse absent private attorney to help me file a formal complaint. It was easier to go along with the direction I received than fight an indifferent institution. I didn't want to be a "grievant" and had no confidence that anyone would take my side.

121 The application of the scientific integrity policy does not appear to cover core programs oversight of the states, including doing (b) (6) . (b) (5), (b) (6)

Until it is - staff like me will not feel included or report. In one area I dissented with management on - (b) (5) Seems like that is not policy. That's politics.

122 Fear of retaliation and a lack of support by the administration at the time.

123 Hard to discern that delay in releasing report was a lapse in scientific integrity. We are now establishing timeliness goals for release of these recurring reports.

¹²⁴ Technically, I was no longer part of that project. I thought it was outside my swim lane. I still wonder.

¹²⁵ The (b) (6) has suffered so many lapses and threats from political appointees, career management, and its own staff, over the past several years that reporting on the scientific integrity shortcomings is just a small drop in a larger narrative of an endangered program.

¹²⁶

fear of retaliation and belief that nothing would be done about it

¹²⁷ Technically beyond the 2 year conflict of interest term guidance but had adverse impact on review

¹²⁸ Throughout my time at EPA, I have only had bad things happen to me when I brought something up that managers didn't want to hear. When the (b) (6), any staff below her, or even (b) (6) has been here, management was present and speaking out would only put a target on me!

¹²⁹ The situation came close to a lapse in scientific integrity, but ultimately I personally decided to not report since I didn't think the situation quite reached a level of lapse in integrity.

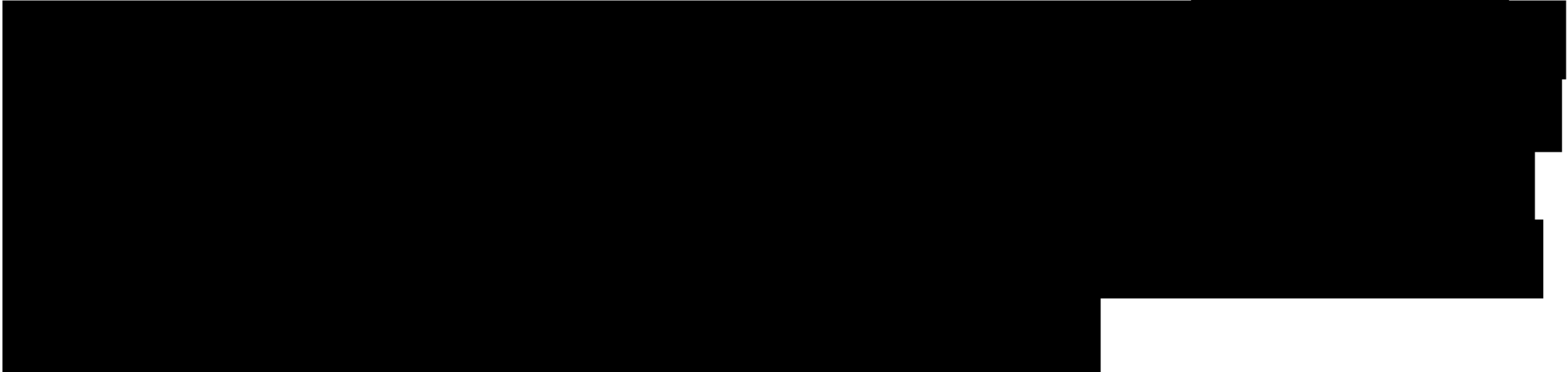
¹³⁰ 1st & 2nd line management made the decisions leading to the situations

¹³¹

Others have reported to the Office of the Inspector General and there were no repercussions. The activities that appeared to go against established protocol and scientific integrity continued

¹³²

The lapse is that under the Trump administration, (b) (5), (b) (6)



in last administration, I did not feel safe reporting an allegation
134 for fear of backlash, not being promoted, not being supported in
the future. managers would know who was reporting the issue
because not many (b) (6) employees engage in
authoring scientific documents.

135 There was a lot of other work to do, and we knew the paper
would be cleared given time, which it recently was.

136 I was the only person affected by the actions of the RA on this
topic. Even if I had reported anonymously, it would have been
obvious that it was me. Given the last person was essentially
pushed out of EPA and was denied a (b) (6) interview years later, I
was unwilling to take that chance.

137 (b) (5)

I am not certain if the delay is a scientific integrity issue or why there has been a [REDACTED] delay in final approval (at present, it is approaching 6 months). It is a collaborative effort and the delay is not in my office, so I have not reported this as a potential lapse due to uncertainty along with not wanting to question processes of another part of EPA. (b) (5), (b) (6)

[REDACTED]

139 OMB, rather than EPA political management, gave direction to stop publication of a technical analysis. (b) (5)

[REDACTED]

¹⁴⁰ It would do no good as there was no mechanism to hold the political leadership accountable.

¹⁴¹ My past experience has shown me no action would be taken. As stated previously, I have given up.

¹⁴² (b) (5), (b) (6)



One of my managers also promised to report the issue to the office of scientific integrity, although I am not sure whether they ever did so. Finally, I am afraid that reporting could damage my career prospects. I did not know that reports could be made anonymously, but even if I reported this lapse anonymously, if there were tangible repercussions, my managers would guess correctly that I was the one who reported it, so I'm afraid it would not be possible for me to report this issue anonymously without potentially jeopardizing my career prospects.

¹⁴³ My upper manages were aware of the situation and we were all doing our best to prevent it or minimize the impact.

¹⁴⁴ Because I do not trust that there won't be retaliation. I do not trust that it is anonymous. I already have enough retaliation in my office to my face by my management for standing up for my scientific principles.

¹⁴⁵ Fear of retaliation.

¹⁴⁶ I elevated my concerns to my management team, and did not feel I could go beyond them without retaliation.

¹⁴⁷ I don't know how

¹⁴⁸ Fear of retaliation.

¹⁴⁹

Because the bar for evidence is set high and I would be fired if I did not comply. Integrity is one thing, breaking the law in my opinion is the bar for reporting and the issues were murky enough to not warrant a complaint. Also, there is never resolution from EPA on any issues only from outside (b) (6)

150 The issue is a bit amorphous and makes reporting challenging.
151 I raised it to a manager and addressed it with the individual who
edited my document without my knowledge.

152

the only case i worked on where i thought the science wasn't up
to par was (b) (5), (b) (6). it's too late to
rewind the clock and amend the decisions that were issued. it
would require too much rework. in addition, the decisions that
were issued (b) (5), (b) (6)

153 This issue is not within my work area.


154 not in my program

155

Lapses in scientific integrity were from political appointees at (b) (6)
. Reporting would not have had an impact
because there was no accountability at the political level.

¹⁵⁶ The issue has not been definitively settled. I am waiting to see how decision makers weigh the science against the legal opinions.

(b) (5), (b) (6)



¹⁵⁷ Fear of retaliation by (b) (6) is dangerous.

¹⁵⁸ Because it is so rampant and because I would experience retaliation. I don't mean retaliation from official supervisory chain, but retaliation from colleagues whose relationships I depend on to get my work done.

¹⁵⁹ Fear of retaliation if it is known that I say anything.


¹⁶⁰ We work for the president and the OMB is the White House.

¹⁶¹ Because I have never witnessed even a single case of the improvement in the situation after a case was reported, but hundreds of instances where retribution was extracted over the past (b) (6)

¹⁶² I was not directly involved in the process.


¹⁶³ Fear of retaliation by management

164 To be honest, the types of infractions I have seen are so commonplace in my work unit, that it's only been in the last year that I've come to see them as potential infractions of scientific integrity. The "explaining away" seems to be part of the way we operate, and sometimes there is a fine line between making reasonable assumptions and stretching data too far. It's only been in the last year or two that I've seen a pattern in the way we make assumptions, to consistently favor certain outcomes in certain areas. I have put a lot of thought into whether and how to elevate this. I do fear reprisal--since I have been very outspoken internally, even if I make an allegation anonymously, (b) (6), (b) (5)



165 Fear of reprisal.

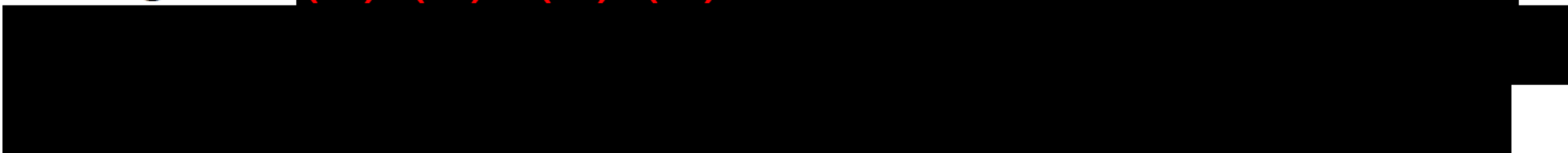
166 I (b) (5)




167 I never any response to my first allegation. It seemed to have just been dropped or forgotten.

Only circumstantial, situations contained significant ambiguity

¹⁶⁹ The work was high profile and the political appointees were aligned with the regulated community that were affected by the research. It was better to redirect research and wait until they were gone. (b) (5), (b) (6)



(b) (5), (b) (6)



Nothing would be done and the retribution would only be worse.

Fear of reprisal from the agency leaders.

¹⁷³ Sometimes IT policies conflict with the collection of data by dictating how IT equipment can be used. Some types of data collection isn't compatible IT policies and/or software.

¹⁷⁴ EPA's political leadership

¹⁷⁵ These concerns were primarily about political appointees

¹⁷⁶ Because the media was covering the Trump Administration's denial of climate change and other environmental information every day. Everything was known to everyone.

¹⁷⁷ mistrust of scientific integrity program, fear that retaliation will occur despite what you say here

¹⁷⁸ Fear of retributions.

¹⁷⁹

Honestly, I didn't think it would change anything nor did I believe it wouldn't have negative implications for my career. i still don't.

¹⁸⁰ Because it would not have made any difference.

¹⁸¹ Because the scientific integrity process, as explained to me would have involved discussion with the very decision makers who did not want to use the information in the first place. I doubt it would have been fruitful and there was no time to engage in lengthy discussions due to regulatory time lines.


¹⁸² I wasn't sure if it actually raised to the bar of being an issue.

¹⁸³ Fear of reprisal - I see what type of behavior gets rewarded.

¹⁸⁴ Fear of reprisal/ retaliation.

¹⁸⁵ The incident took place close to the election and it was assumed that potential change in administration would result in changes in the practices causing the delay.

¹⁸⁶ The integrity process looks too management narrow and thus
biased. (b) (5)



¹⁸⁷

Fear of personal retaliation as well as retaliation to coworkers.

¹⁸⁸ I did not know and I was afraid.

¹⁸⁹ fear of retaliation.

¹⁹⁰ (b) (5), (b) (6)



¹⁹¹ Simply because it would go nowhere and label you as a complainer!

¹⁹² I suffered a lot. Agency didn't take anything seriously but harassed me. I reported all channels but my supervisor used her power and nothing was investigated. I suffered 4 years and was very disappointed from the actions. Still pending.

¹⁹³ It wasn't clear that it was a lapse.

¹⁹⁴ I do not want to take the chance of taking on the wrath of managers who would be implicated in the bad decision making

(b) (5)

Staff level scientific and policy recommendations were provided with appropriate support. Those were ignored and different decisions were made by EPA HQ upper management. There was no clear manner in which to hold those political appointees accountable. And I was always afraid of retribution by political appointees and the prior administration.

196 fear

197 Too much workload and fear of retribution.

198 dismissed by leadership -

199 I was told by another person on the project that there was a memo saying there wasn't a conflict of interest so didn't raise further.

200

When you are new to the Agency, in a situation of a difference of opinion, you might not want to make any waves.

201 It is not in my direct work, only seen throughout agency

²⁰² Some violations are very public facing and well known. Reporting others would harm my career.

²⁰³

Because I assumed someone else would and the management at (b) (6) hinted that this lapse in scientific integrity would be dealt with in time, even though the final decision had been made at the (b) (6). The EPA decision has since been "clarified" with consultation from regional EPA subject matter experts (during the new administration).

²⁰⁴ Most staff generally have no trust in (b) (6) to carry out a legitimate scientific integrity complaint processing, they are career officials protecting managers, so staff don't bother reporting violations.

²⁰⁵ recently occurred. still trying to discern the significance of the lapse.

²⁰⁶ Fear of reprisal

²⁰⁷ It would have been a second hand account to matters I was not directly involved in.

²⁰⁸ Fear of retribution. I am not in a position where I can make waves. Fear of losing my job. I left, and that was the best thing that I could do for my own wellbeing.

²⁰⁹ fear of retaliation

²¹⁰ Did not realize it was scientific integrity issue when supervisors take long time to clear products (b) (6)

²¹¹

I was the only EPA staff person directly working on it, besides my acting branch chief, and it would have been obvious who had made the report. The (b) (6) was already furious at me and made that apparent at every event where we both attended.

²¹² I suspect because I feel that it's not over until it's over, and I am still hopeful that new Agency leadership, under direction of EO13990, will "do the right thing" and (b) (5)

[REDACTED]. I haven't given up on integrity - both scientific and legal - winning out.

²¹³

I was not directly involved in the decision, other coworkers provided the science that was then ignored. There is no undoing it; it has already been litigated. (b) (5), (b) (6)

²¹⁴ Differing scientific opinion is just that-- its difficult to say that you are correct and the other scientist is wrong. I raised my concerns with my supervisor and they didn't know how to deal with them in a meaningful way.

²¹⁵ I didn't have a full understanding of who or which program was suppressing the report initially. I didn't want to accuse someone incorrectly.

²¹⁶ I did not feel I could do this without endangering my career

²¹⁷ i was involved with the (b) (5), (b) (6) and comparing the 2020 experience it was greatly improved (b) (5), (b) (6)

taking this survey makes me question how jaded the 2018 experience made me and how it impacts my overall perspective today and in the future

²¹⁸ My understanding is that other's have already reported it.

I was unaware we had an office of scientific integrity to report it to. In addition, it was public knowledge and there were still no repercussions. "Since 2009, he [Andrew Wheeler] represented the coal producer Murray Energy,[20] privately owned by Robert E. Murray, a supporter of President Trump.[21] Murray Energy was Wheeler's best-paying client, paying at least \$300,000,[4] and possibly as much as \$3,300,000[22] during the period 2009–2017. Wheeler lobbied against the Obama administration's climate regulations for power plants and also sought to persuade the Energy Department to subsidize coal plants.[3] Wheeler set up a meeting between Murray and Energy Secretary Rick Perry in March 2017; at the meeting, Murray advocated for the rollback of environmental regulations and for protections for the coal industry.[4] [23]" [3] Wolff, Eric (May 5, 2018). "Pruitt's replacement 'should scare anyone who breathes'". Politico (updated July 5, 2018). Retrieved July 5, 2018.[3] [4] Mufson, Steven (2018-07-05). "Scott Pruitt's likely successor has long lobbying history on issues before the EPA". Washington Post. Retrieved 2018-07-05. [20] "Trump to name coal lobbyist as deputy EPA chief: report". The Hill. March 16, 2017. Retrieved August 25, 2017. [21]"Trump to tap longtime coal lobbyist for EPA's No. 2 spot". The Washington Post. September 29, 2017. Retrieved August 25, 2017.

[22] "Lobbying Disclosure Act Database". Lobbying Disclosure Act Database. January 10, 2020. [23] Friedman, Lisa (October 5, 2017). "Trump Nominates a Coal Lobbyist to Be No. 2 at E.P.A." The New York Times. ISSN 0362-4331. Retrieved February 6, 2018.

²²⁰ I went through management channels multiple times.

²²¹ Political leadership interference

²²² Others have reported it.

²²³ Because I was strongly urged not to because of the political climate against dissent, the strong potential for retaliation, and the frequent favoritism displayed by decision makers.

²²⁴ It was being handled by OIG

²²⁵ Aware that others had done so already

²²⁶ (b) (6). Remaining anonymous would have been next to impossible.

227 I've had informal discussions and nothing resulted from them. From what I have learned from discussions with my colleagues, the review process for scientific allegations is very unsatisfactory. Some of the individuals who are party to the scientific integrity violations seem to part of the decision-making process resulting in a lack of independence. The documentation required is burdensome. (b) (5), (b) (6)

(b) (5), (b) (6) The political leadership blocked everything for years and the career leadership didn't care or couldn't withstand the backlash if they fought back against the political leadership. (b) (5), (b) (6)

(b) (5), (b) (6)

I am very angry about the lack of responsibility and leadership.

228 Fear of repercussion(s). Again - some select senior managers aligned themselves with those in politically appointed positions.

229 Didn't know I could.

²³⁰ There was no point. We spent 2019 and 2020 in a culture of intimidation. Reporting would not have changed anything

²³¹ It would be covered up.

²³² retaliation would occur

²³³ managers' where following the administration from the president down where suppressing everything. Things were done at the staff level but they would be paralyzed at some higher levels. you can't swim against the current plus I'm at the lowest level in the chess board

²³⁴ These were at a national level and comments on public proposals were not addressed.

²³⁵ the previous administration acted in an authoritarian method. Not much to do about that. The career staff and management seemed to be in a fearful survival mode and actions were clearly being influenced by their concern for upward momentum or termination.


²³⁶ It wasn't clear if it was policy or scientific integrity as the technical matter was not altered, but the report was not released as a policy decision.

²³⁷ N/A

²³⁸ It wouldn't have changed anything and would have hurt my career.

239

(b) (5), (b) (6)




Expressing these opinions makes little difference. --probably this is a lack of planning or expertise, or lack of funding rather than intentional degrading of integrity. How does one report that????

240

Nobody cared.

²⁴¹ I told my first line supervisor and they did not see concern because they did not think it would affect the ultimate decision. I did not report it further because I did not want to be seen as a traitor for reporting a career staff scientist. (b) (5)



²⁴² Did not know to do so.

²⁴³ My colleague who did attempt to report a violation of scientific integrity did not have any success.

²⁴⁴ Because it really doesn't matter and despite claims to the contrary, there would be some level of retaliation bestowed upon me for even suggesting that there was a potential lapse in scientific integrity in the Region. Nothing is ever truly anonymous in (b) (6).

²⁴⁵ Scared of repercussions.

²⁴⁶ Too busy

²⁴⁷ People who caused this issue are no longer with the Agency.

²⁴⁸ I consulted the scientific integrity official for the region. Based on that conversation, I was able to more effectively push back on pressure from an (b) (6) attorney who was trying to overrule my teams technical opinion. I have also used a similar approach when (b) (6) sought to disregard my team's scientific judgements.

²⁴⁹ Did not believe anything would come out of it.

²⁵⁰ I was a bystander, and the individual who was bullied did not want to elevate it.

²⁵¹ It seemed to be minor. (b) (5)

I heard of both incidents secondhand and was unsure of what to do; it was awkward to reach out to management that I don't work with regarding the incidents.

²⁵²

Unreported because I firmly believe that scientific deficiencies are a function of omission and not commission. Perhaps overconfidence and dogmatic approach, and not harmful intent. Maybe insufficient understanding of the science at hand.

did not know there was a mechanism for doing so, did not think that it would be taken seriously, did not think it was worth it since decisions came from so high up in political management, fear of retaliation, fear of fallout that could make things hard on my 1st and 2nd line managers who were not in an easy position and were just trying to do their jobs even though they chose to follow orders to compromise scientific integrity to keep political management and state government partners happy

didn't think it would result in any action it was an issue that was not just mine to report; other staff more directly involved would have more standing to report it. was worried about retaliation

The implications of the potential lapses were minor-to-nonexistent given that the data was not being used for any products. It would also be impossible to not be known as the reporter.


256

In both examples given previously, the lapses occurred at such a high level, there wasn't a clear official path for making a report. Unofficially, the press could have been contacted but that also has issues.

257 Left the program out of disgust

258

I believe that there has been little or no evidence over the past 20 years that (b) (6) has ever been willing to stand up to (b) (6) unscientifically-supported regulations, so spending time on this would take away a lot of my limited time to try to get the scientific journal articles done so that they are at least available to the public. I also believe my managers who care may have negative consequences on their own evaluations, because I have been involved repeatedly in trying to set up briefings with (b) (6) and they are disinterested in anything that would challenge program office, (b) (5)



²⁵⁹ It came directly from the White House and HQ.

²⁶⁰ It was not me but my longtime colleagues/friends that experienced the lapses in scientific integrity.

²⁶¹ Under the previous administration it honestly just felt pointless to report. The Agency decision makers had demonstrated lapses in scientific integrity publicly and daily. It didn't seem like there was any way my reporting could make any difference under the circumstances.

²⁶² Political SES has left agency and trying to get Career Officials to do right thing to reverse Administrator Decision

²⁶³

Publicly available data is obfuscated in clumsy data formats. EPA chose not to modernize to make them easier to use. Why not report? It's very mild, in a gray area, and who has the time?

it's never really anonymous is it? two people can't keep a secret. i only have (b) (6) before I can retire. While I don't think I would have a problem being shoved in a corner somewhere for my remaining time at EPA, I do actually enjoy the people I work with. (b) (5)

265 Was uncertain that it would result in anything and had fears of retaliation.

266 i am working on resolving it now

267 the decision to sideline the science was no secret; it was made clear in the preamble to the rule I worked on.

268 (b) (5), (b) (6)

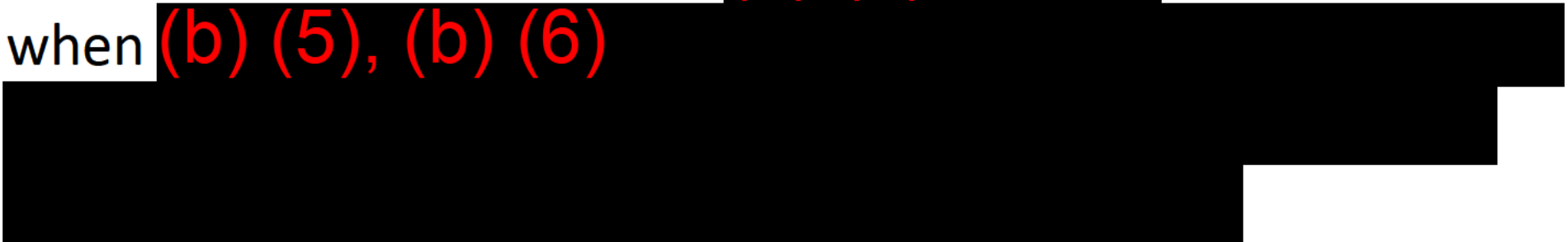
²⁶⁹ The change in administration of the agency.

²⁷⁰ It would be against the division director and would cause too much trouble. And it was not a suppression of what is correct - only a delay that ultimately would not have mattered due to other competing factors.

²⁷¹

I am in a region and the problem is in HQ. I could not figure out who was doing the delaying or why. If I complained there is a chance that they would want me to leave the HQ workgroup, and since I get no support in the Region for doing activities on the workgroup, I would likely be asked to leave the HQ workgroup.

²⁷² I didn't feel like anyone within the agency had any real power to affect change. However, the (b) (6) was able to assist when (b) (5), (b) (6)



²⁷³ My schedule is terribly hectic and I have not had time to think through whether my experiences warranted reporting.

²⁷⁴ Affect on career. Hassle. Would distract from other obligations. Hope that outside groups would identify lapses.

²⁷⁵ I consulted with ethics staff and realized there would be no real recourse given the political leadership. That consideration plus time pressures made me not report